

Programme: DHRM/PGDHRM

Academic Year: 2011-2012

Subject: Manpower Planning, Recruitment & Selection

Date: 4.1.2012

Semester	II
Course	New
Marks:	70
Time:	11.00 a.m to 2.00 p.m

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB: Answer to each question to be started on a fresh page.

Figure in brackets indicate full marks.

Question (1) Attempt any 2 out of 3 (10 Marks)

- Objectives of manpower planning
- MACBETH model
- Steps involved in value analysis

Question (2) Write Short notes on any 2 out of 5 (10 Marks)

- Ergonomics
- Internal recruitment
- Assessment centres
- Informal promotion
- Human Resource Information Systems

Question (3) Attempt any 3 out of 5 (30 Marks)

- Compare Manpower Requirement Approach and Rate of Return Approach.
- What are the difficulties encountered in manpower forecasts using quantitative tools?
- What are different types of job evaluation techniques? Which type do you consider more suitable and why?
- Discuss various types of psychometric tests. What are the advantages and disadvantages of personality tests?
- Define succession planning. Enumerate the steps involved in succession planning.

Question (4) Answer both the questions (20 Marks)

- Discuss with examples different manpower planning models with a critical note about their limitations.
- You have been asked by an organization to draft a promotion policy for their employees. What are the areas you will consider while drafting such a policy?